DoD VPP CX

Development, Validation, Implementation and Enhancement of a Voluntary Protection Programs Center of Excellence (VPP CX) Capability for Department of Defense (DoD)

VPP for Leaders

DoD Lead Agent:
Office of the Assistant Secretary of the Army (Installations and Environment)

Department of Defense Voluntary Protection Programs Center of Excellence

Operated by:
CTC Concurrent Technologies Corporation

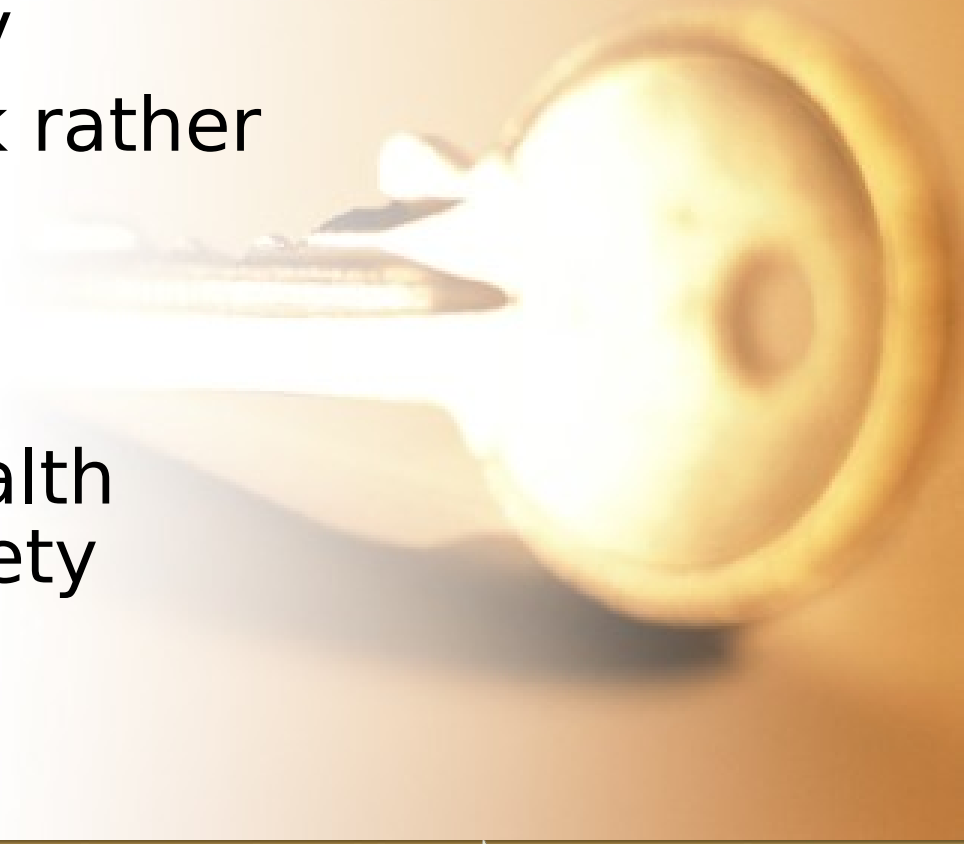
Elements for VPP Success

- Leadership Role
- Accountability
- Employee involvement and contract workers.

Leadership Role

Leadership Keys to VPP Success

- Promote safety as a core value in everyday work as compared to a priority
- Establish a framework rather than a “to-do list”
- Commit to continuous improvement
- Extend safety and health (S&H) beyond the safety office.



Management Leadership

- Provide visible leadership by:
  - Supporting an environment that allows for reasonable employee access to top site management
  - Setting examples of safe and healthful behavior
  - Monitoring progress and celebrating achievements
  - Reinforcing change to an employee-centric program
  - Engaging VPP mentors to help accelerate culture change
  - Eliminating barriers for stakeholder involvement.

Management Leadership

- Demonstrate leadership by establishing solid communication throughout the organization in all aspects
- Establish and communicate S&H goals, and objectives for meeting the goals
- Incorporate S&H objectives into performance expectations.

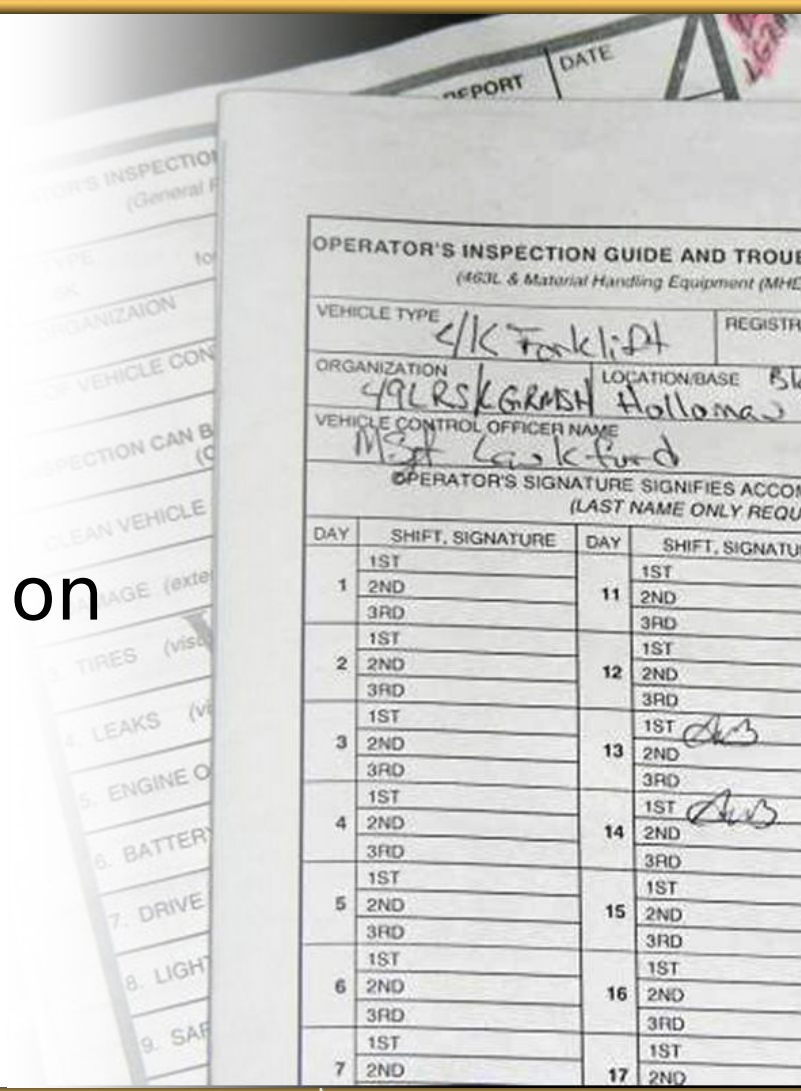
Accountability

Rewards and Recognition

- Accountability drives culture
- Successful leaders hold managers and employees accountable
- Establish performance expectations by:
  - Defining critical behaviors or traits
  - Including objectives that are:
    - Specific to the individual's role
    - Support to organization’s S&H goals
    - Measurable and achievable.
  - Distinguish acceptable from *exceptional* performance.

Disciplinary System

- VPP requires that a disciplinary system be
  - Established
  - Communicated
  - Equitably enforced
- Provide a policy statement on safety
- Requirement to address on annual performance evaluations.



Employee Involvement and Contract Workers

Support Stakeholder Involvement

VPP Element	Stakeholders
Management Leadership / Employee Involvement	- Service and MACOM Leadership - Senior Installation Leadership - Union Leadership - Personnel Directors - Contracting Office
Worksite Analysis	- Industrial Hygienist or Bio-Environmental Personnel - Occupational Health Professionals
Hazard Prevention and Control	- Emergency Management Coordinator - Fire Chief - Preventive Maintenance Process Owner - Information Technology assets
Training	- Supervisors and Training Departments

Leaders Drive Employee Involvement

- Provide visible support to employees
- Site culture must enable and encourage effective employee involvement in at least three meaningful ways
- ***Involvement*** goes beyond the individual's right to notify supervisors of hazardous conditions and practices, and to have these issues addressed.

Contract Workers

- VPP site contractor programs must include a documented oversight and management system that ensures the contractor's site employees are provided effective protection.

- VPP sites are expected to encourage contractors to develop effective S&H program management systems.

Contract Workers

- Monitor contractor adherence to worksite S&H rules and procedures
- Establish provisions for removing contractor employees from site for violations.

Management Leadership

- Establish S&H policy, goals, & objectives
- Ensure top management leadership is actively involved in S&H
- Hold all personnel responsible & accountable for their S&H performance
- Communicate safety and health requirements effectively
- Ensure S&H is integrated into the everyday process
- Ensure adequate resources are available to implement an effective S&H program.

Questions?